

## Selected Bibliography

### Books, Chapters, Monographs, and Special Publications:

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Laurence, J.H., & Waters, B.K. (1993). "Biodata: What's it all about?" In T. Trent, & J.H. Laurence (Eds.), *Adaptability screening for the Armed Forces*. Washington, DC: Office of the Assistant Secretary of Defense (Force Management and Personnel).

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Waters, B. K., Laurence, J. H., & Camara, W. J. (1987). *Personnel enlistment and classification procedures in the U.S. military*. Washington, DC: National Academy Press.

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### **Professional Presentations and Articles**

Laurence, J.H. (2001, August). Military culture and military women: Myths and misunderstandings. Paper presented as part of Discussion Session “*What should be the role of women in the military?*” at the 109<sup>th</sup> Annual Convention of the American Psychological Association, San Francisco, CA.

Laurence, J.H. (1999, December). *Military personnel challenges and demographics: Beyond gender and race*. Invited address before the Defense Equal Opportunity Management Institute’s Third Biennial EO/EEO Research Symposium, Patrick Air Force Base, FL.

Laurence, J.H. (1999, October). *A synopsis of findings from focus groups with enlisted members and other lessons from the Congressional Commission on Military Training and Gender-Related Issues*. Paper presented at the Biennial International Conference of the Inter-University Seminar on Armed Forces and Society, Baltimore, MD.

Laurence, J.H., Wall, J.E., Barnes, J.D., & Dela Rosa, M. (1998). “Recruiting Effectiveness of the ASVAB Career Exploration Program.” *Journal of Military Psychology*, 10(4), 225-238.

Laurence, J.H. (1998, August). *Attrition from the military: It just won’t quit*. Paper presented at the 106<sup>th</sup> Annual Convention of the American Psychological Association, San Francisco, CA.

Laurence, J.H. (1997, August). *Does education credential still predict attrition?* Paper presented at the 105<sup>th</sup> Annual Convention of the American Psychological Association, Chicago.

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Laurence, J. H., McCloy, R.A., & Legree, P.J. (1996). *The enlistment decision and personnel quality*. Paper presented at the 104<sup>th</sup> Annual Convention of the American Psychological Association, Toronto.

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Laurence, J. H. (1990, August). *Play it again Uncle Sam: Post-script on the ASVAB misnorming*. Paper presented as part of symposium, *Post-Service effects of military experiences on low-aptitude recruits*, at the 98<sup>th</sup> Annual Convention of the American Psychological Association, Boston.

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Laurence, J. H. (1990, May). *The defense drawdown and military minorities*. Invited paper presented at the 4<sup>th</sup> Annual Department of Defense Military Equal Opportunity Conference, Hunt Valley, MD.

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Waters, B. K., & Laurence, J. H. (1989, August). *Issues in the development of the Educational and Biographical Information Survey (EBIS)*. Paper presented as part of a symposium, *Noncognitive Predictors of Military Effectiveness and Attrition using Biographical Data*, at the 97<sup>th</sup> Annual Convention of the American Psychological Association, New Orleans, LA.

Laurence, J. H. (1988, August). *An empirical answer to categorizing the plethora of credentials*. Paper presented at the 96<sup>th</sup> Annual Convention of the American Psychological Association, Atlanta, GA.

Laurence, J. H., & Brown, D. C. (1986, August). *Performance and job complexity: A look at high-aptitude recruits*. Paper presented at the 94<sup>th</sup> Annual Convention of the American Psychological Association, Washington, DC.

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Laurence, J. H., & Schneider, E. F. (1985, November). *Enlistment and utilization of high-aptitude recruits*. Paper presented at the 27<sup>th</sup> Annual Conference of the Military Testing Association, San Diego, CA.

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Laurence, J. H., & Eitelberg, M. J. (1982, March). *Subpopulation analyses of 1980 youth population aptitudes*. Paper presented at the 1982 American Educational Research Association Convention, New York.

Laurence, J. H., Eitelberg, M. J., & Waters, B. K. (1982, August). *Subpopulation analyses of 1980 youth population aptitudes*. Paper presented at the 90<sup>th</sup> Annual Convention of the American Psychological Association, Washington, DC.

Laurence, J. H., Waters, B. K., & Perelman, L. S. (1982, November). *Enlisted military selection: Impacts of changing aptitude standards since 1940*. Paper presented at the 24<sup>th</sup> Annual Conference of the Military Testing Association, San Antonio, TX.

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## **Technical Reports**

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Lerro, P.A., Laurence, J.H., & Ramsberger, P.F. (1992). *Military advertising awareness and effectiveness: Findings from the 1990 youth attitude tracking study* (HumRRO Final Report FR-PRD-92-14). Alexandria, VA: Human Resources Research Organization.

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Brown, D. C., Laurence, J. H., & Eitelberg, D. B. (1989, June). *Demographics and performance of military officers in relation to aptitude* (FR-PRD-89-12). Alexandria, VA: Human Resources Research Organization.

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